

Desired Successor Superintendent Characteristics East Brunswick Public Schools

After seeking extensive input from students, parents, district staff teachers, and community members via interviews, focus groups, and a community survey, the East Brunswick Board of Education seeks a **well-rounded, visionary leader with strong communication, financial, and relationship building skills** and who possesses the following characteristics:

- **Strong Communication Skills:** Outstanding communication skills with the ability to engage the community, be transparent, and effectively reach out to all stakeholders.
- **Visionary Leadership:** The ability to create a clear vision for the district, think strategically, and be forward-thinking is highly valued.
- **Fiscal Acumen:** The superintendent must understand budget challenges, have experience with revenue shortfalls, and demonstrate financial savvy. The ability to bring impacted stakeholders into difficult budget decisions.
- **Relationship Building:** Building trust, collaborating with all stakeholders (Board, staff, community, students), and uniting the community are crucial skills.
- **Understanding of Diversity:** Ability to engage and communicate with a diverse, multicultural community is important.
- **Accessibility and Visibility:** The community wants an approachable superintendent who is actively involved in schools and events.
- **Educational Experience:** Prior classroom or teaching experience is desirable, along with a demonstrated deep understanding of education at all levels.
- **Decisiveness:** The ability to make difficult decisions and stick to them is important.
- **Independent-Minded:** The superintendent should be an independent thinker and not swayed by special interests, able to make decisions based on the best interest of the students.
- **Empathetic and Compassionate:** An understanding of the needs of students and staff, with an ability to lead with empathy.
- **Accountability:** Holding oneself and others accountable for goals and progress is crucial.
- **Innovative and Strategic Thinking:** A willingness to try new ideas, think strategically, and solve problems creatively.
- **Other Desired Traits:** There are many additional desired traits desired, including legislative acumen, experience with construction projects, commitment to longevity, and the ability to work with stakeholders who may have divergent opinions.

In regard to **leadership experiences and accomplishments**, the EBPS successor superintendent candidate will:

- Have demonstrated highly successful educational leadership experience in a community with similar strengths, demographics and challenges.
- Have or be immediately eligible for New Jersey School Administrator Certificate or a Letter of Eligibility for the same.

Compensation:

Salary in the range of \$285,000 subject to actual qualifications, experience, and credentials and subject to negotiations. Benefits similar to other district employees, applicable NJ statues and subject to negotiation.

Interested and qualified individuals can learn more about the position and apply at:

<https://hyasearch.com/job/superintendent-east-brunswick-nj/>

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